

## **OFFENDER PAY**

### **Offender Payroll Standards**

The offender payroll standards are set by Directive #4802 - Inmate Payroll Standards. The directive standardizes terminology in relation to offender payroll and establishes the guidelines for payment of offender wages. This document is a resource for answering most offender questions pertaining to wages. It is recommended that all personnel involved in the programming of offender familiarize themselves with the contents of this directive.

### **Offender Pay Scale (non Industry)**

Grade 1	Step 1	\$ . 1000	
	Step 2	\$ . 1167	
	Step 3	\$ . 1333	Longevity step 2+ yrs.
Grade 2	Step 1	\$ . 1583	
	Step 2	\$ . 1750	
Grade 3	Step 1	\$ . 2000	
	Step 2	\$ . 2167	
Grade 4	Step 1	\$ . 2416	
	Step 2	\$ . 2583	
Grade 5	Step 1	\$ . 3333	

Grade 5 is a flat rate of \$2.00 per day with no incremental steps. A facility can have one grade 5 for every 300 inmates or fraction thereof. The appointment of offenders to a grade 5 position requires the approval of the Superintendent or their designee.

See appendix for the Industries Inmate Wage Plan and the Food Service Incentive Wage Program.